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## Bargaining Information Series



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SICK LEAVE PLANS AND WEEKLY SICKNESS  
AND ACCIDENT INDEMNITY INSURANCE PLANS  
IN ONTARIO COLLECTIVE AGREEMENTS

March 1976

Number 18



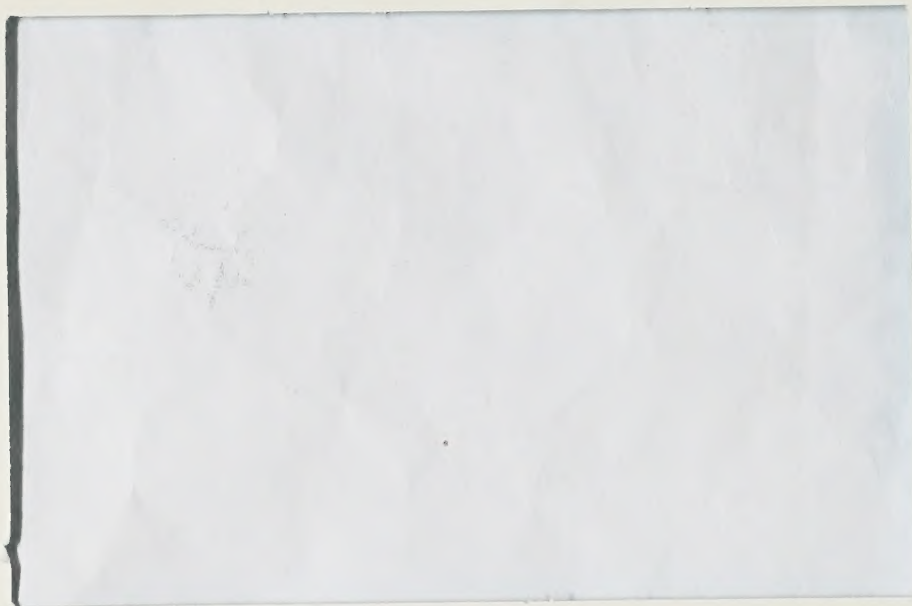
Ontario

Ministry of  
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Toronto  
Ontario





SICK LEAVE PLANS AND WEEKLY SICKNESS  
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by  
Research Branch  
Ontario Ministry of Labour  
November 1976

Hon. Bette Stephenson, M.D.  
Minister

T. E. Armstrong, Q.C.  
Deputy Minister






## FOREWORD

This paper is designed to give quick access to current information on major elements of paid sick leave plans and weekly sickness and accident indemnity insurance plans in Ontario collective agreements. This is the second report in the Bargaining Information Series to cover this subject.

Detailed tables on the main provisions, broken down by industry, have been prepared to provide information that will be useful in bargaining situations. For quick reference, the tables are preceded by a summary of their contents.

The information presented was drawn from an analysis of all Ontario collective agreements covering bargaining units of 200 or more employees working in industries other than construction. As of March 1976, when the analysis was prepared, there were 890 such agreements, covering 761,551 employees, on file with the Collective Agreements Library of the Ministry of Labour.

This report was prepared by Betty Deacon, assisted by Lana Lee, under the general supervision of Beth Kendall. For further information, please call Beth Kendall at (416)-965-6886.



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## PAID SICK LEAVE PLANS

Paid sick leave plans are not insured but are financed by the employer, so that an employee who is absent from work through illness suffers no wage loss for a given period of time.

Of the 890 agreements analyzed, 372 (42 per cent) covering 50 per cent of the employees, had provisions for sick leave with pay. In the March 1975 report, 40 per cent of the agreements studied covering 48 per cent of the employees had paid sick leave plans.

Most of the sick leave plans in both the present and March studies were in non-manufacturing industries (87 per cent), especially in education, health and welfare, local administration and federal administration. These four industries accounted for 68 per cent of the sick leave plans in the present study and 65 per cent in the 1975 study.

### Service Requirements

As Table 1 shows, 151 (41 per cent) of the 372 agreements, had no minimum service requirement for the employee to be eligible for paid sick leave. Fifty-eight per cent of the remaining 221 plans required a minimum service of up to 3 months, and in most of the other plans the minimum service ranged from 4 months to over one year. Only three plans required longer than one year's service.

### Amount of Sick Leave

In 296 of the sick leave plans employees were granted a flat annual allowance of from 3 to 26 days. Eighteen days per year was the most prevalent practice, occurring in 121 plans, including 56 in health and welfare (Table 2). In 24 plans the annual allowance increased with length of service.

Thirty-two plans provided a number of days for each separate period of sickness, rather than on an annual basis. These plans were almost equally divided between manufacturing and non-manufacturing industries.

### Accumulation of Unused Sick Leave

Of the 340 plans providing paid sick leave on an annual basis, 36 stipulated that unused allowances could not be accumulated from year to year (Table 3). Five plans specified that unused sick leave would be paid in cash at the end of the year or could be taken as additional vacation; and 153 plans either permitted unlimited accumulation of unused days or did not specify a limit in the number of days that could be accumulated.

In the 146 plans that set a limit on accumulated unused sick leave, the maximum allowed ranged from 10 to 620 days.

### Pay for Unused Sick Leave on Termination, Retirement or Death

When an employee ceases to be employed because of termination, retirement or death, he may receive a cash allowance for the unused portion of his accumulated sick leave. Such provisions appeared in 41 per cent of the agreements in connection with termination and in 34 per cent of the agreements in connection with retirement or death.

These figures are relatively unchanged from the previous report when such provisions appeared in 40 per cent of the agreements in connection with termination and in 36 per cent for retirement or death.

The most prevalent provision called for payment for 50 per cent of the employee's unused sick leave days at his regular rate of pay at the time of termination, retirement or death, as the following tabulation shows.

<u>Per cent of Unused Sick Leave Paid for</u>	<u>Number of Agreements Referring to Pay on</u>		
	<u>Termina- tion</u>	<u>Retire- ment</u>	<u>Death</u>
Total providing pay .....	151	128	129
50 per cent .....	105	62	73
75 per cent .....	1	3	-
100 per cent .....	5	30	20
Varies with service or classification .....	31	23	26
Other .....	8	9	9
Not specified .....	1	1	1



Most of the sick plans providing cash payments for unused sick leave limited the number of days for which pay would be granted, as follows:

<u>Maximum Days of Unused Sick Leave Paid for</u>	<u>Number of Agreements Referring to Pay on</u>		
	<u>Termina- tion</u>	<u>Retire- ment</u>	<u>Death</u>
Total providing pay .....	151	128	129
90 days or less .....	19	7	4
91-180 days .....	49	63	69
Varies with service or classification .....	39	27	28
Other .....	8	10	11
Not specified .....	36	21	17



TABLE 1

Minimum Service Requirements for Paid Sick Leave in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, March 1976

Industry	Total with provision		Minimum service requirements								No service requirements	
			3 months or less		4 to 6 months		Over 6 months		Other			
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	372	378,155	127	52,518	54	66,868	31	26,120	9	6,762	151	225,887
Manufacturing .....	47	26,658	5	1,943	8	7,727	8	3,057	5	2,136	21	11,795
Food, Beverages .....	11	4,218	1	200	-	-	4	1,472	-	-	6	2,546
Tobacco .....	-	-	-	-	-	-	-	-	-	-	-	-
Rubber, Plastics .....	-	-	-	-	-	-	-	-	-	-	-	-
Leather .....	-	-	-	-	-	-	-	-	-	-	-	-
Textiles .....	-	-	-	-	-	-	-	-	-	-	-	-
Knitting Mills .....	1	300	-	-	-	-	-	-	1	300	-	-
Clothing .....	2	3,282	-	-	-	-	-	-	-	-	2	3,282
Wood .....	1	248	-	-	1	248	-	-	-	-	-	-
Furniture, Fixtures .....	1	350	-	-	-	-	-	-	1	350	-	-
Paper .....	3	1,175	-	-	-	-	3	1,175	-	-	-	-
Printing, Publishing .....	3	944	1	310	-	-	1	410	-	-	1	224
Primary Metals .....	1	200	-	-	-	-	-	-	-	-	1	200
Fabricated Metals .....	3	1,220	-	-	-	-	-	-	-	-	3	1,220
Machinery .....	3	1,460	-	-	1	600	-	-	-	-	2	860
Transportation Equip .....	3	1,350	2	1,048	-	-	-	-	-	-	1	302
Electrical Products .....	8	7,911	1	385	5	6,395	-	-	2	1,131	-	-
Non-Metallic Minerals ...	1	777	-	-	-	-	-	-	-	-	1	777
Petroleum, Oil .....	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals .....	2	839	-	-	1	484	-	-	1	355	-	-
Miscellaneous Mfg. ....	4	2,384	-	-	-	-	-	-	-	-	4	2,384
Non-Manufacturing <sup>1</sup> ....	325	351,497	122	50,575	46	59,141	23	23,063	4	4,626	130	214,092
Forestry .....	-	-	-	-	-	-	-	-	-	-	-	-
Mining, Quarrying .....	2	803	1	600	-	-	-	-	-	-	1	203
Transportation .....	8	5,744	2	1,208	1	510	1	380	-	-	4	3,646
Storage .....	1	225	1	225	-	-	-	-	-	-	-	-
Communications .....	7	32,948	-	-	4	29,241	-	-	-	-	3	3,707
Electric, Gas, Water ....	14	19,635	4	1,552	4	1,493	2	959	-	-	4	15,631
Wholesale Trade .....	2	644	1	400	-	-	1	244	-	-	-	-
Retail Trade .....	16	33,075	7	6,509	5	13,251	2	6,758	-	-	2	6,557
Finance, Insurance, Real Estate .....	1	501	-	-	-	-	-	-	-	-	1	501
Education .....	52	19,317	14	4,305	3	1,362	-	-	-	-	35	13,650
Health, Welfare .....	100	38,294	79	30,703	14	5,256	-	-	1	256	6	2,079
Recreational Services ...	-	-	-	-	-	-	-	-	-	-	-	-
Management Services .....	7	2,659	2	502	1	325	-	-	-	-	4	1,832
Personal Services .....	7	2,356	-	-	-	-	7	2,356	-	-	-	-
Miscellaneous Services ..	1	321	-	-	1	321	-	-	-	-	-	-
Federal Admin. ....	49	92,398	-	-	-	-	-	-	-	-	49	92,398
Provincial Admin. ....	6	68,760	-	-	-	-	-	-	-	-	6	68,760
Local Admin. ....	52	33,817	11	4,571	13	7,382	10	12,366	3	4,370	15	5,128

1. Excludes construction.

TABLE 2

Amount of Paid Sick Leave Provided in Ontario Collective Agreements<sup>1</sup> Covering 200 or More Employees by Industry, March 1976

Industry	Total with provision		Number of days per year										Days provided for each disability	
			3-15 days		15 days		18 days		20-26 days		Other			
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	372	378,155	70	43,560	73	172,658	121	60,139	32	25,007	44	25,514	32	51,277
Manufacturing .....	47	26,658	11	4,377	3	1,507	-	-	-	-	16	12,747	17	8,027
Food, Beverages .....	11	4,218	4	1,250	-	-	-	-	-	-	1	437	6	2,531
Tobacco .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rubber, Plastics .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Leather .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textiles .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Knitting Mills .....	1	300	1	300	-	-	-	-	-	-	-	-	-	-
Clothing .....	2	3,282	1	248	-	-	-	-	-	-	2	3,282	-	-
Wood .....	1	248	1	248	-	-	-	-	-	-	-	-	-	-
Furniture, Fixtures .....	1	350	-	-	-	-	-	-	-	-	-	-	-	350
Paper .....	3	1,175	2	950	1	225	-	-	-	-	-	-	-	-
Printing, Publishing .....	3	944	-	-	-	-	-	-	-	-	-	-	-	-
Primary Metals .....	1	200	-	-	-	-	-	-	-	-	1	265	-	-
Fabricated Metals .....	3	1,220	-	-	1	620	-	-	-	-	1	944	-	335
Machinery .....	3	1,460	1	581	-	-	-	-	-	-	-	-	2	879
Transportation Equip .....	3	1,350	2	1,048	-	-	-	-	-	-	-	-	1	302
Electrical Products .....	8	7,911	-	-	-	-	-	-	-	-	6	6,780	2	1,131
Non-Metallic Minerals .....	1	777	-	-	-	-	-	-	-	-	-	-	1	777
Petroleum, Oil .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals .....	2	839	-	-	-	-	-	-	-	-	2	839	-	1,722
Miscellaneous Mfg. ....	4	2,384	-	-	1	662	-	-	-	-	-	-	-	-
Non-Manufacturing <sup>1</sup> ...	325	351,497	59	39,183	70	171,151	121	60,139	32	25,007	28	12,767	15	43,250
Forestry .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mining, Quarrying .....	2	803	-	-	-	-	-	-	-	-	-	-	2	803
Transportation .....	8	5,744	3	2,354	1	709	1	214	-	-	-	-	1	746
Storage .....	1	225	-	-	-	-	-	-	-	-	-	-	1	225
Communications .....	7	32,948	-	-	3	3,707	-	-	-	-	-	-	4	29,241
Electric, Gas, Water ...	14	19,635	-	-	-	-	8	2,818	2	15,001	3	1,451	1	365
Wholesale Trade .....	2	644	2	644	-	-	-	-	-	-	-	-	-	-
Retail Trade .....	16	33,075	12	19,495	1	2,500	-	-	-	-	1	350	2	10,730
Finance, Insurance, Real Estate .....	1	501	-	-	-	-	1	501	-	-	-	-	-	-
Education .....	52	19,317	1	250	2	1,124	5	1,397	28	9,003	14	6,728	2	815
Health, Welfare .....	100	38,294	35	13,633	7	1,795	56	21,937	1	678	-	-	-	-
Recreational Services ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Management Services ...	7	2,659	1	882	3	950	-	-	-	-	2	502	1	325
Personal Services .....	7	2,356	4	1,334	-	-	-	-	-	-	3	1,022	-	-
Miscellaneous Services ..	1	321	-	-	1	321	-	-	-	-	-	-	-	-
Federal Admin. ....	49	92,398	1	591	46	91,285	-	-	-	-	2	522	-	-
Provincial Admin. ....	6	68,760	-	-	6	68,760	-	-	-	-	-	-	-	-
Local Admin. ....	52	33,817	-	-	-	-	50	33,272	1	325	1	220	-	-

1. Excludes construction.

TABLE 3

Maximum Accumulation of Unused Annual Sick Leave in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees by Industry, March 1976

Industry	Total annual sick leave		Maximum accumulation								Accumulation not allowed	
			Fewer than 120 days		120 days or more		Other		Not specified			
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	340	326,878	55	20,728	71	25,466	25	92,082	153	154,981	36	33,621
Manufacturing .....	30	18,631	4	1,882	-	-	8	2,968	4	2,066	14	11,715
Food, Beverages .....	5	1,687	-	-	-	-	4	1,397	-	-	1	290
Tobacco .....	-	-	-	-	-	-	-	-	-	-	-	-
Rubber, Plastics .....	-	-	-	-	-	-	-	-	-	-	-	-
Leather .....	-	-	-	-	-	-	-	-	-	-	-	-
Textiles .....	-	-	-	-	-	-	-	-	-	-	-	-
Knitting Mills .....	1	300	-	-	-	-	-	-	1	300	-	-
Clothing .....	2	3,282	-	-	-	-	-	-	-	-	2	3,282
Wood .....	1	248	1	248	-	-	-	-	-	-	-	-
Furniture, Fixtures ....	-	-	-	-	-	-	-	-	-	-	-	-
Paper .....	3	1,175	2	950	-	-	1	225	-	-	-	-
Printing, Publishing ...	3	944	-	-	-	-	1	410	-	-	2	534
Primary Metals .....	1	200	-	-	-	-	-	-	-	-	1	200
Fabricated Metals .....	2	885	-	-	-	-	-	-	1	620	1	265
Machinery .....	1	581	-	-	-	-	1	581	-	-	-	-
Transportation Equip ...	2	1,048	1	684	-	-	-	-	-	-	1	364
Electrical Products ...	6	6,780	-	-	-	-	-	-	-	-	6	6,780
Non-Metallic Minerals ..	-	-	-	-	-	-	-	-	-	-	-	-
Petroleum, Oil .....	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals .....	2	839	-	-	-	-	1	355	1	484	-	-
Miscellaneous Mfg. ....	1	662	-	-	-	-	-	-	1	662	-	-
Non-Manufacturing <sup>1</sup> ...	310	308,247	51	18,846	71	25,466	17	89,114	149	152,915	22	21,906
Forestry .....	-	-	-	-	-	-	-	-	-	-	-	-
Mining, Quarrying .....	-	-	-	-	-	-	-	-	-	-	-	-
Transportation .....	6	4,998	-	-	-	-	2	2,723	3	1,895	1	380
Storage .....	-	-	-	-	-	-	-	-	-	-	-	-
Communications .....	3	3,707	-	-	-	-	-	-	3	3,707	-	-
Electric, Gas, Water ...	13	19,270	-	-	-	-	2	15,001	9	3,310	2	959
Wholesale Trade .....	2	644	-	-	-	-	-	-	-	-	2	644
Retail Trade .....	14	22,345	2	737	1	2,500	1	620	1	1,200	9	17,288
Finance, Insurance, Real Estate .....	1	501	-	-	1	501	-	-	-	-	-	-
Education .....	50	18,502	2	1,039	25	7,654	3	1,014	20	8,795	-	-
Health, Welfare .....	100	38,294	45	16,487	38	12,206	1	475	15	8,875	1	251
Recreational Services ..	-	-	-	-	-	-	-	-	-	-	-	-
Management Services ....	6	2,334	-	-	-	-	-	-	5	2,044	1	290
Personal Services .....	7	2,356	1	262	-	-	-	-	-	-	6	2,094
Miscellaneous Services .	1	321	1	321	-	-	-	-	-	-	-	-
Federal Admin. ....	49	92,398	-	-	-	-	1	301	48	92,097	-	-
Provincial Admin. ....	6	68,760	-	-	-	-	6	68,760	-	-	-	-
Local Admin. ....	52	33,817	-	-	6	2,605	1	220	45	30,992	-	-

1. Excludes construction.



## WEEKLY SICKNESS AND ACCIDENT INDEMNITY INSURANCE PLANS

Sickness and accident insurance plans provide weekly payments to employees to compensate partially for wages lost during absences from work caused by sickness or accident.

Of the 890 agreements analyzed, 544 (61 per cent), covering 56 per cent of the employees, had weekly indemnity plans. In the March 1975 report, 63 per cent of the agreements, covering 56 per cent of the employees had weekly indemnity plans.

As in the March 1975 report, most of the weekly indemnity plans in the present study were in manufacturing industries (81 per cent), especially in food and beverage, paper and allied products, metal fabricating, transportation equipment and electrical products.

### Employer Contributions

Table 4 shows that in 80 per cent of the 544 agreements with weekly indemnity plans, the employer paid the full premium. Of the remainder, the employer paid less than the full premium in 10 per cent of the agreements and the amount of the employer's contribution was not specified in a further 6 per cent of the agreements. In one plan, the amount of the employer's contribution increased during the term of the agreement from less than the full amount of the premium to 100 per cent.

### Amount of Benefits

In 25 per cent of the agreements, the weekly indemnity benefit was a flat dollar amount ranging from \$10 per week to \$170 per week to all employees. In 20 plans there was provision to increase the benefits during the term of the agreement by amounts ranging from \$5 to \$15 per week.

In 44 per cent of the agreements, the weekly indemnity benefit paid was a percentage that ranged from 50 per cent to 100 per cent of the employee's wage. As Table 5 shows, the most prevalent payments were 60 per cent and 66 2/3 per cent. In 53 agreements, the weekly indemnity was 70 per cent of the employee's wage, occurring mainly in the paper industry (28 agreements) and forestry (12 agreements). Since the previous report there has been a decrease in the number of plans paying 60 per cent (from 47 to 32) and an increase in the number paying 66 2/3 per cent (from 78 to 124) and 70 per cent (from 48 to 53).

Maximum Duration of Benefits

As Table 6 shows, weekly indemnity benefits were payable for a maximum of 26 weeks in 36 per cent of the agreements and for 52 weeks in 28 per cent of the agreements. In the remaining plans, the maximum duration ranged from 1 to 78 weeks, varied with service, or was not specified. In one plan, the maximum period was to increase during the term of the agreement from 15 to 26 weeks.

TABLE 4

Employer Contributions to Premiums for Weekly Sickness and Accident Indemnity Insurance Plans in Ontario  
Collective Agreements<sup>1</sup> Covering 200 or More Employees, by Industry, as of March 1976

Industry	Total with provision		Percentage of premium paid by employer									
			50 - 74 per cent		75 - 99 per cent		100 per cent		Other		Not specified	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	544	426,259	24	10,752	28	11,925	436	356,187	23	10,799	33	36,596
Manufacturing .....	443	285,729	19	8,758	21	7,818	365	247,803	20	10,104	18	11,246
Food, Beverages .....	41	19,322	3	4,238	2	490	27	11,805	5	1,648	4	1,141
Tobacco .....	3	1,423	-	-	-	-	3	1,423	-	-	-	-
Rubber, Plastics .....	18	9,761	-	-	-	-	18	9,761	-	-	-	-
Leather .....	9	3,107	3	1,110	-	-	6	1,997	-	-	-	-
Textiles .....	26	11,101	6	1,587	1	264	16	8,041	1	387	2	822
Knitting Mills .....	1	300	-	-	-	-	1	300	-	-	-	-
Clothing .....	5	5,036	-	-	1	200	2	1,490	2	3,346	-	-
Wood .....	11	2,909	-	-	-	-	9	2,478	1	209	1	222
Furniture, Fixtures .....	12	4,230	-	-	2	542	6	1,804	4	1,884	-	-
Paper .....	40	17,396	1	248	1	400	36	15,798	-	-	2	950
Printing, Publishing .....	7	5,402	1	216	-	-	3	1,983	1	1,145	2	2,058
Primary Metals .....	30	32,519	-	-	3	770	26	31,156	-	-	1	593
Fabricated Metals .....	55	19,351	-	-	1	220	48	16,767	3	660	3	1,704
Machinery .....	25	15,804	1	200	1	203	22	15,140	-	-	1	261
Transportation Equip .....	58	83,191	-	-	1	338	56	82,649	1	204	-	-
Electrical Products .....	51	32,896	4	1,159	3	1,424	40	26,197	2	621	2	3,495
Non-Metallic Minerals ....	18	8,144	-	-	2	661	16	7,483	-	-	-	-
Petroleum, Oil .....	3	1,347	-	-	-	-	3	1,347	-	-	-	-
Chemicals .....	13	5,938	-	-	2	2,066	11	3,872	-	-	-	-
Miscellaneous Mfg. ....	17	6,552	-	-	1	240	16	6,312	-	-	-	-
Non-Manufacturing <sup>1</sup> .....	101	140,530	5	1,994	7	4,107	71	108,384	3	695	15	25,350
Forestry .....	12	6,177	-	-	-	-	11	5,540	-	-	1	637
Mining, Quarrying .....	17	24,536	3	1,343	1	231	13	22,962	-	-	-	-
Transportation .....	24	35,146	-	-	1	658	8	9,539	1	236	14	24,713
Storage .....	2	1,925	-	-	1	1,700	-	-	1	225	-	-
Communications .....	5	29,541	-	-	-	-	5	29,541	-	-	-	-
Electric, Gas, Water .....	2	959	-	-	-	-	2	959	-	-	-	-
Wholesale Trade .....	5	1,556	-	-	-	-	5	1,556	-	-	-	-
Retail Trade .....	15	30,575	-	-	-	-	15	30,575	-	-	-	-
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-	-	-	-	-
Education .....	2	3,313	-	-	-	-	2	3,313	-	-	-	-
Health, Welfare .....	3	636	-	-	3	636	-	-	-	-	-	-
Recreational Services ....	1	234	-	-	-	-	-	-	1	234	-	-
Management Services .....	2	1,207	-	-	1	882	1	325	-	-	-	-
Personal Services .....	9	3,859	2	651	-	-	7	3,208	-	-	-	-
Miscellaneous Services ...	-	-	-	-	-	-	-	-	-	-	-	-
Federal Admin. ....	-	-	-	-	-	-	-	-	-	-	-	-
Provincial Admin. ....	-	-	-	-	-	-	-	-	-	-	-	-
Local Admin. ....	2	866	-	-	-	-	2	866	-	-	-	-

1. Excludes construction.



TABLE 5

Amount of Weekly Sickness and Accident Indemnity in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, March 1976

Industry	Total with provision		Amount of benefits							
			Weekly payments						Per cent of weekly wages:	
			\$35 - \$74		\$75 - \$99		\$100 or more		60%	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	544	426,259	33	11,223	45	16,887	57	38,422	32	29,568
Manufacturing .....	443	285,729	28	9,363	42	15,663	50	33,619	27	16,290
Food, Beverages .....	41	19,322	-	-	1	220	7	3,949	2	927
Tobacco .....	3	1,423	-	-	-	-	-	-	1	646
Rubber, Plastics .....	18	9,761	-	-	4	1,184	1	470	-	-
Leather .....	9	3,107	-	-	-	-	1	332	1	305
Textiles .....	26	11,101	1	697	-	-	-	-	5	1,720
Knitting Mills .....	1	300	-	-	-	-	-	-	-	-
Clothing .....	5	5,036	-	-	-	-	-	-	1	480
Wood .....	11	2,909	3	637	1	245	2	720	-	-
Furniture, Fixtures .....	12	4,230	4	1,550	2	485	-	-	-	-
Paper .....	40	17,396	1	242	-	-	-	-	2	679
Printing, Publishing .....	7	5,402	-	-	-	-	-	-	2	660
Primary Metals .....	30	32,519	3	795	2	1,858	6	14,066	1	200
Fabricated Metals .....	55	19,351	-	-	10	3,714	10	2,909	3	846
Machinery .....	25	15,804	2	500	2	825	4	2,408	2	473
Transportation Equip .....	58	83,191	6	2,583	6	2,864	10	4,453	2	610
Electrical Products .....	51	32,896	3	799	9	3,442	6	2,809	4	8,535
Non-Metallic Minerals .....	18	8,144	3	1,160	3	1,291	2	1,109	-	-
Petroleum, Oil .....	3	1,347	-	-	-	-	-	-	-	-
Chemicals .....	13	5,938	1	200	-	-	-	-	1	209
Miscellaneous Mfg. ....	17	6,552	1	200	2	535	1	394	-	-
Non-Manufacturing <sup>1</sup> ....	101	140,530	5	1,860	3	1,224	7	4,803	5	13,278
Forestry .....	12	6,177	-	-	-	-	-	-	-	-
Mining, Quarrying .....	17	24,536	1	513	3	1,224	2	842	-	-
Transportation .....	24	35,146	-	-	-	-	4	2,261	-	-
Storage .....	2	1,925	-	-	-	-	1	1,700	-	-
Communications .....	5	29,541	-	-	-	-	-	-	-	-
Electric, Gas, Water .....	2	959	-	-	-	-	-	-	-	-
Wholesale Trade .....	5	1,556	-	-	-	-	-	-	1	400
Retail Trade .....	15	30,575	-	-	-	-	-	-	4	12,878
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-	-	-
Education .....	2	3,313	-	-	-	-	-	-	-	-
Health, Welfare .....	3	636	-	-	-	-	-	-	-	-
Recreational Services .....	1	234	-	-	-	-	-	-	-	-
Management Services .....	2	1,207	-	-	-	-	-	-	-	-
Personal Services .....	9	3,859	4	1,347	-	-	-	-	-	-
Miscellaneous Services .....	-	-	-	-	-	-	-	-	-	-
Federal Admin. ....	-	-	-	-	-	-	-	-	-	-
Provincial Admin. ....	-	-	-	-	-	-	-	-	-	-
Local Admin. ....	2	866	-	-	-	-	-	-	-	-

1. Excludes construction.

TABLE 5 (Cont'd)

Amount of Weekly Sickness and Accident Indemnity in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, March 1976

Industry	Amount of benefits											
	Per cent of weekly wages:				Varies with income		Varies with other factors		Other		Not specified	
	66 2/3%		Other									
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	124	55,573	85	52,562	82	148,915	24	9,523	49	52,995	13	10,591
Manufacturing .....	117	53,297	49	23,294	59	92,817	21	8,339	42	26,557	8	6,490
Food, Beverages .....	16	6,171	3	1,325	4	1,959	3	944	4	3,627	1	200
Tobacco .....	-	-	2	777	-	-	-	-	-	-	-	-
Rubber, Plastics .....	10	6,847	-	-	1	410	2	850	-	-	-	-
Leather .....	3	800	-	-	1	660	2	630	1	380	-	-
Textiles .....	6	1,948	-	-	4	1,129	4	1,609	5	3,548	1	450
Knitting Mills .....	1	300	-	-	-	-	-	-	-	-	-	-
Clothing .....	1	200	-	-	1	1,010	-	-	-	-	2	3,346
Wood .....	1	222	4	1,085	-	-	-	-	-	-	-	-
Furniture, Fixtures .....	4	1,398	-	-	-	-	-	-	-	-	2	797
Paper .....	3	1,206	29	12,359	5	2,910	-	-	-	-	-	-
Printing, Publishing .....	-	-	1	216	2	2,618	1	763	1	1,145	-	-
Primary Metals .....	9	3,438	-	-	2	7,679	-	-	6	3,890	1	593
Fabricated Metals .....	15	4,380	1	350	5	2,043	-	-	10	5,005	1	1,104
Machinery .....	8	4,497	3	5,131	3	1,426	-	-	1	444	-	-
Transportation Equip .....	8	2,813	-	-	17	63,452	2	589	7	5,827	-	-
Electrical Products .....	17	12,724	3	1,205	5	1,660	3	1,407	1	315	-	-
Non-Metallic Minerals ...	6	2,825	1	321	2	1,188	-	-	1	250	-	-
Petroleum, Oil .....	-	-	-	-	1	350	2	997	-	-	-	-
Chemicals .....	2	477	-	-	4	3,226	1	350	4	1,476	-	-
Miscellaneous Mfg. ....	7	3,051	2	525	2	997	1	200	1	650	-	-
Non-Manufacturing <sup>1</sup> ....	7	2,276	36	29,268	23	56,098	3	1,184	7	26,438	5	4,101
Forestry .....	-	-	12	6,177	-	-	-	-	-	-	-	-
Mining, Quarrying .....	-	-	6	2,350	-	-	1	525	4	19,082	-	-
Transportation .....	1	380	4	7,442	15	25,063	-	-	-	-	-	-
Storage .....	-	-	-	-	-	-	-	-	-	-	1	225
Communications .....	-	-	1	300	4	29,241	-	-	-	-	-	-
Electric, Gas, Water ....	-	-	2	959	-	-	-	-	-	-	-	-
Wholesale Trade .....	2	544	1	300	1	312	-	-	-	-	-	-
Retail Trade .....	2	737	5	9,543	-	-	2	659	2	6,758	-	-
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-	-	-	-	-
Education .....	-	-	1	224	-	-	-	-	-	-	1	3,089
Health, Welfare .....	-	-	1	225	1	208	-	-	-	-	1	203
Recreational Services ...	-	-	-	-	-	-	-	-	-	-	1	234
Management Services .....	-	-	1	882	1	325	-	-	-	-	-	-
Personal Services .....	2	615	-	-	1	949	-	-	1	598	1	350
Miscellaneous Services ..	-	-	-	-	-	-	-	-	-	-	-	-
Federal Admin. ....	-	-	-	-	-	-	-	-	-	-	-	-
Provincial Admin. ....	-	-	-	-	-	-	-	-	-	-	-	-
Local Admin. ....	-	-	2	866	-	-	-	-	-	-	-	-

1. Excludes construction.

TABLE 6

Maximum Duration of Benefits in Weekly Sickness and Accident Indemnity Insurance Plans in Ontario  
Collective Agreements<sup>1</sup> Covering 200 or More Employees, by Industry, March 1976

Industry	Total with provision		Maximum duration												Other		Not specified	
			Under 26 weeks		26 weeks		27-51 weeks		52 weeks		Varies with service							
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls		
All Industries .....	544	426,259	75	37,692	195	100,236	41	38,880	155	154,125	43	57,601	4	1,819	31	35,906		
Manufacturing .....	443	285,729	59	21,362	162	65,995	33	22,132	130	127,342	32	19,761	3	1,221	24	27,916		
Food, Beverages .....	41	19,322	6	3,719	19	7,609	2	660	5	2,472	6	3,601	1	290	2	971		
Tobacco .....	3	1,423	-	-	2	777	-	-	-	-	1	646	-	-	-	-		
Rubber, Plastics .....	18	9,761	-	-	3	825	1	215	10	7,181	4	1,540	-	-	-	-		
Leather .....	9	3,107	5	1,485	2	910	-	-	1	380	1	332	-	-	-	-		
Textiles .....	26	11,101	10	3,217	10	4,457	1	595	1	625	2	1,370	-	-	2	837		
Knitting Mills .....	1	300	1	300	-	-	-	-	-	-	-	-	-	-	-	-		
Clothing .....	5	5,036	-	-	-	-	-	-	-	-	-	-	-	-	5	5,036		
Wood .....	11	2,909	5	1,142	2	708	-	-	4	1,059	-	-	-	-	-	-		
Furniture, Fixtures .....	12	4,230	4	1,845	4	990	1	275	1	323	-	-	-	-	2	797		
Paper .....	40	17,396	3	1,039	6	2,131	-	-	30	13,976	-	-	-	-	1	250		
Printing, Publishing .....	7	5,402	1	970	4	3,259	-	-	-	-	-	-	-	1	1	763		
Primary Metals .....	30	32,519	-	-	12	5,770	-	-	14	23,555	2	1,300	-	-	2	1,894		
Fabricated Metals .....	55	19,351	8	2,365	20	5,869	3	880	16	5,481	5	3,117	-	-	3	1,639		
Machinery .....	25	15,804	-	-	11	3,893	5	3,059	7	8,331	1	261	-	-	1	260		
Transportation Equip .....	58	83,191	9	3,293	12	4,933	5	1,774	29	58,446	1	833	-	-	2	13,912		
Electrical Products .....	51	32,896	3	1,014	26	11,699	9	11,058	7	3,264	3	4,304	-	-	3	1,557		
Non-Metallic Minerals ..	18	8,144	-	-	16	6,958	1	436	1	750	-	-	-	-	-	-		
Petroleum, Oil .....	3	1,347	-	-	-	-	1	200	-	-	2	1,147	-	-	-	-		
Chemicals .....	13	5,938	1	200	3	977	3	2,586	2	634	3	1,020	1	521	-	-		
Miscellaneous Mfg. ....	17	6,552	3	773	10	4,230	1	394	2	865	1	290	-	-	-	-		
Non-Manufacturing <sup>1</sup> ...	101	140,530	16	16,330	33	34,241	8	16,748	25	26,783	11	37,840	1	598	7	7,990		
Forestry .....	12	6,177	-	-	-	-	-	-	12	6,177	-	-	-	-	-	-		
Mining, Quarrying .....	17	24,536	-	-	3	1,164	2	1,205	10	18,358	1	257	-	-	1	3,552		
Transportation .....	24	35,146	4	2,040	18	26,870	1	6,000	1	236	-	-	-	-	-	-		
Storage .....	2	1,925	1	225	-	-	-	-	1	1,700	-	-	-	-	-	-		
Communications .....	5	29,541	-	-	-	-	-	-	-	-	5	29,541	-	-	-	-		
Electric, Gas, Water ...	2	959	-	-	-	-	-	-	-	-	2	959	-	-	-	-		
Wholesale Trade .....	5	1,556	1	244	3	1,000	-	-	1	312	-	-	-	-	-	-		
Retail Trade .....	15	30,575	5	12,415	3	1,859	5	9,543	-	-	2	6,758	-	-	-	-		
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Education .....	2	3,313	1	224	-	-	-	-	-	-	-	-	-	-	1	3,089		
Health, Welfare .....	3	636	1	208	-	-	-	-	-	-	-	-	-	-	2	428		
Recreational Services ..	1	234	-	-	-	-	-	-	-	-	-	-	-	-	1	234		
Management Services ....	2	1,207	-	-	7	882	-	-	-	-	1	325	-	-	-	-		
Personal Services .....	9	3,859	3	974	3	1,600	-	-	-	-	-	-	-	1	2	687		
Miscellaneous Services ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Federal Admin. ....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Provincial Admin. ....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Local Admin. ....	2	866	-	-	2	866	-	-	-	-	-	-	-	-	-	-		

1. Excludes construction.



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